Unclassified Professional Senate
Minutes
September 6, 2011
RSC Sunflower room

Members present: Becky North, Edie Brown, Dan Larrea, Mike Wood, Rege Klitzke, Delinda Royse, April Keim, Kim Sandlin, Pam Chamberlin, Lana Grady Landrum, Gina Crabtree, Bill Vanderburgh, and Frankie Brown

1. Call to order at 9:06

2. Special Presentations:
   a. Betty – Community Health Charities
      i. Can give to general Kansas or per special group
      ii. Form will show up near September 15
      iii. Does not go to national, stays in Wichita area or in Kansas
   b. Delinda – United Way of the Plains
      i. Strictly local
      ii. You fund programs within the United Way, not the United Way
      iii. Serves a 5 county region
      iv. Less than a 5% overhead
      v. 211 is the emergency number that will tell you where there is access

3. Review and approval of minutes
   a. Both May and August were reviewed.
   b. Connie moved, Delinda seconded, acceptance approved.

4. President’s Constituents Heads update
   a. The President has a specific plan for proceeding with the Provost Search committee.
      i. Has appointed all Constituent Heads to the search plus two additional UCPs to the screening committee, asked Kim, as President, to appoint them.
      ii. Much thought was to have been given to gender and ethnic diversity, and it was highly suggested the other UCPs come from Academic Affairs.
      iii. The two additional appointees are Connie Dietz and Marche Fleming-Randle.
      iv. His plans and timeline will come out today about the search.
   b. KBoR – there is no expectation for more than even funding from the state for the next few years. Increases are looked at mainly if we could show a direct impact on jobs.
   c. Scholarship program for dependents of current employees
      i. April – information has gone to DEP in regard to policy. Possible up to 3 hours of graduate work and 7 hours per UG work to pay for. This could potentially be upsetting to staff as you can only get 3 as a staff member.
ii. Kim – the group of people creating this will be using the Kansas State University policy and lingo. He is hoping it will go into effect this spring but there are things to have to fall into place first.

5. Nominations for positions: Edie Brown – half secretary. April Keim – other half

6. At large senators
   a. April – Has established an Election Committee of 5 UPs not serving as Senate members.
      i. Have a list of names to recommend but no confirmation yet on all. Some checking with supervisors to see if they are willing
         1. Becky – online voting?
         2. Kim to get that taken care of, vote on listserv

7. KBoR – Kim - Visit October 24-25
   a. Constituents heads to eat lunch and address our challenges and what we are doing to meet those challenges. All Senates will participate in that lunch.
   b. During visit in Topeka, the state-wide UP council, we will make a report.
   c. Discussion:
      i. Mike – Constituent heads’ message from board was to not expect any increase in State support for 4 years. That will mean 8 years with no raises.
      ii. Kim – President said that yes this is an issue. There should be two or three people speaking about salaries and fringe. Grady and I went this summer, the Regent Institution Group was discussing how to recruit and retain without salary increases.
      iii. Becky – it is not only bringing new talent in but keeping them. New positions are being hired at more market level while we are being left behind
      iv. Delinda – what suggestions would they have as alternative to salary increase? Benefits? More vacation days?
      v. Connie – tuition increases vs. state funding. Some time we will meet the tipping points and it will affect students
      vi. Delinda – more students wait for spring to go to school because they cannot afford fall.
      vii. Lana – Lowest of federal aid, highest amount of credit hours ever
      viii. Gina – head count is up not a lot but is a daily thing. Waiting for the 20th day.
      ix. April – we were over 5 million dispersed more than the same timeframe last year. We are almost half way to last year’s amount now. More students taking loans than in the past. Student loan debt has increased 500% since last year.
      x. Connie what about Foresight 2020?
      xi. Grady – anything else on surveys?
      xii. Kim - Mostly salaries, how to motivate staff not leaving only because nothing else out there. Will take another look at survey results for more challenges to bring up.

8. Committee reports
   a. Service - Delinda nothing to report.
   b. Professional Development: Becky - Learn More technology fair - Number of groups keeps growing.
c. Awards and Recognition - Kim did not catch Kathy Downes but will do so before next meeting.

d. Legislative – Kim spoke to Susan Norton to see if she is interested in being involved.

e. Grievance – Frankie Brown
   i. Monday August 29, Frankie, Grady, Kim, Jennifer Kassebaum and Jason Holmes Selected 10 individuals to replace the grievance committee.
   ii. Steering committee – 3 individuals should serve but the group decided on 6 given the timing of the new structure. Grievances begin on an informal level with the steering committee that completes a thorough review of documentation provided. Steering Committee members were shared.
   iii. Randomly selected UPs to serve in the pool were shared.
   iv. Kim – all have been left messages if not talked directly to
   v. Frankie Brown - Four are part of training: Frankie, Grady, Cheryl Miller and Jennifer Kassebaum.
   vi. Kim – need to explain to the new people in the pool that this is random and that it is their responsibility as per University policy.
      1. Connie – policy states requirements
      2. Frankie – training in October
      3. Kim – will be notified by email

f. Election
   i. April – would like to put on line as well for spring. Kevin Crabtree created the voting app so am working with him on this process. Hoping to have this process an email to the individuals requesting their interest in serving.
   ii. Kim - three large areas are now aligned under the President’s area. Will likely impact Dan, Jim, Mike and Edie. April will get 20th day notification on where people are.
   iii. Constitution distributed - Connie and Kim will be putting together a timeline for what needs to be accomplished when.

h. Website – Dan to work on transitioning from Kevin. Kim – need to have the meeting schedule posted - one exception of location in spring for Foundation annual report.

i. RSC BoD – Grady - Having big unveiling of what this building will morph into in the next 3 years. Parking lot to south may be gone for next three years. Friday will be a more casual event but tomorrow morning is big unveiling in RSC 203

j. Wellness committee – Lana have not met yet

k. Traffic appears - Volunteers were two meetings ago – no report.

l. Access committee - Grady – not been formed yet due to school starting

m. KBoR UP Staff Council – Grady – meeting Wednesday at 1 or 1:45 in afternoon session
   i. UP Staff represented group will be able to present for 5 minutes to the BoR along with the other senates. We will meet at 11AM and finalize presentation and then present.
   ii. Second time able to present to KBoR

9. Announcements
   a. Kim – RSC renovations revealed tomorrow
b. Technology fair – November 1

  c. Mike – BoR salary question - Early retirement offered to classified employees. Will it be offered to UCP and Faculty?
     i. Kim – at one of the presidents meetings it was a surprise to the board. Through some discussions with Constituent Heads, President is looking at anything he can do for those who have not received raises.
     ii. Frankie – only 12 classified employees have signed agreement. Kansas State has 58. Pittsburg and Emporia have 10 at their school. Deadline extended to October 31
     iii. Delinda - Will those dollars go back to the state or be kept at WSU to use money?
     iv. Grady – Wade brought that up at the CLUR directors meeting
     v. Frankie – Regents schools can refill our positions

10. Moved to adjourn Connie
    Seconded Pam
    Vote adjourned 9:54